



CITY ATTORNEY'S OFFICE FY 2012 ANNUAL REPORT

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A Message from the City Attorney

July 2012

To Our Clients:

I am pleased to submit the City Attorney's Office Report for the fiscal year ending on June 30, 2012. Our legal services have been an integral part of the City's efforts to provide and improve services to all its residents. Our thoughtful management of limited resources and staff together with our team approach have strengthened and maximized the quality of our legal services. The year was marked with significant legal demands related to City and Redevelopment efforts including restructuring our service models in response to local economic uncertainties and changes in state law.

Our committed attorneys and staff have done an outstanding job of delivering exceptional legal services. They have worked tirelessly to provide creative legal counseling, review and advocacy for the City. I take this opportunity to publicly thank them for their individual and collective efforts in serving the City.

I also want to thank the City Council, Mayor, and City Manager for their continued support and for their recognition that our Office is a partner in achieving their goals.

We look forward to an exciting and challenging year representing the City of Fresno in FY 2013.

Sincerely,

*James C. Sanchez
City Attorney*



City Attorney's Office FY 2012 Highlights

FY 2012 was a busy year for our Office. We note 12 high profile examples of our efforts this year.

- Assisted the commercial solid waste privatization efforts, including the ongoing successful legal defense of three lawsuits related to the privatization.
- Assisted in the development of the Fiscal Sustainability Policy, including ensuring compliance with labor laws, such as meet and confer obligations.
- Successfully defended the legal challenge to the Zoo Expansion EIR.
- Successfully defended several high-profile land use challenges such as the El Paseo development.
- Supported staff efforts to advance the High Speed Rail proposal and minimize impacts related to local businesses.
- Assisted in the downtown revitalization efforts, including the PBID and development of Downtown land use plans.
- Supported the efforts to ensure completion of RDA projects and allow the City to utilize RDA and housing resources in the midst of the RDA dissolution law.
- Effectively litigated against the County to ensure fair representation on the Oversight Board.
- Supported the Charter Review Commission efforts to review and modify our Charter.
- Successfully defended several high-profile police discrimination cases.
- Defended challenges to city actions such as homeless litigation and Darling lawsuit.
- Defended challenges to city prohibition on outdoor marijuana cultivation.

MISSION STATEMENT

To effectively provide quality legal services for the Mayor, Council, City Officials, departments, boards and commissions in the conduct of City business; to advocate the City's interests before judicial and administrative agencies in civil litigation; and to prosecute municipal code violations occurring in the City of Fresno.





GOALS

- ❖ To provide the highest quality legal services to the City of Fresno through best practices management and operations.
- ❖ To save taxpayer dollars by effectively and efficiently representing the City, its officials, its departments, boards and commissions and its employees in civil litigation and transactions.
- ❖ To improve the quality of life in the City's neighborhoods and commercial areas through aggressive civil and criminal prosecution of Municipal Code violations.
- ❖ To provide cutting edge legal services in an ever-expanding and complex geographic region.
- ❖ To offer employees a challenging and fulfilling environment in which to work and enjoy professional and personal growth.



OFFICE OVERVIEW

The City Attorney's Office serves as legal counselor and legal advocate to the City and the City of Fresno Redevelopment Agency/Successor Agency. The Office prepares legal opinions, ordinances, resolutions, contracts and other documents and is also responsible for implementing the legal aspects of various policies and programs established by the City. The Office represents the City in state and federal courts as well as in administrative proceedings.

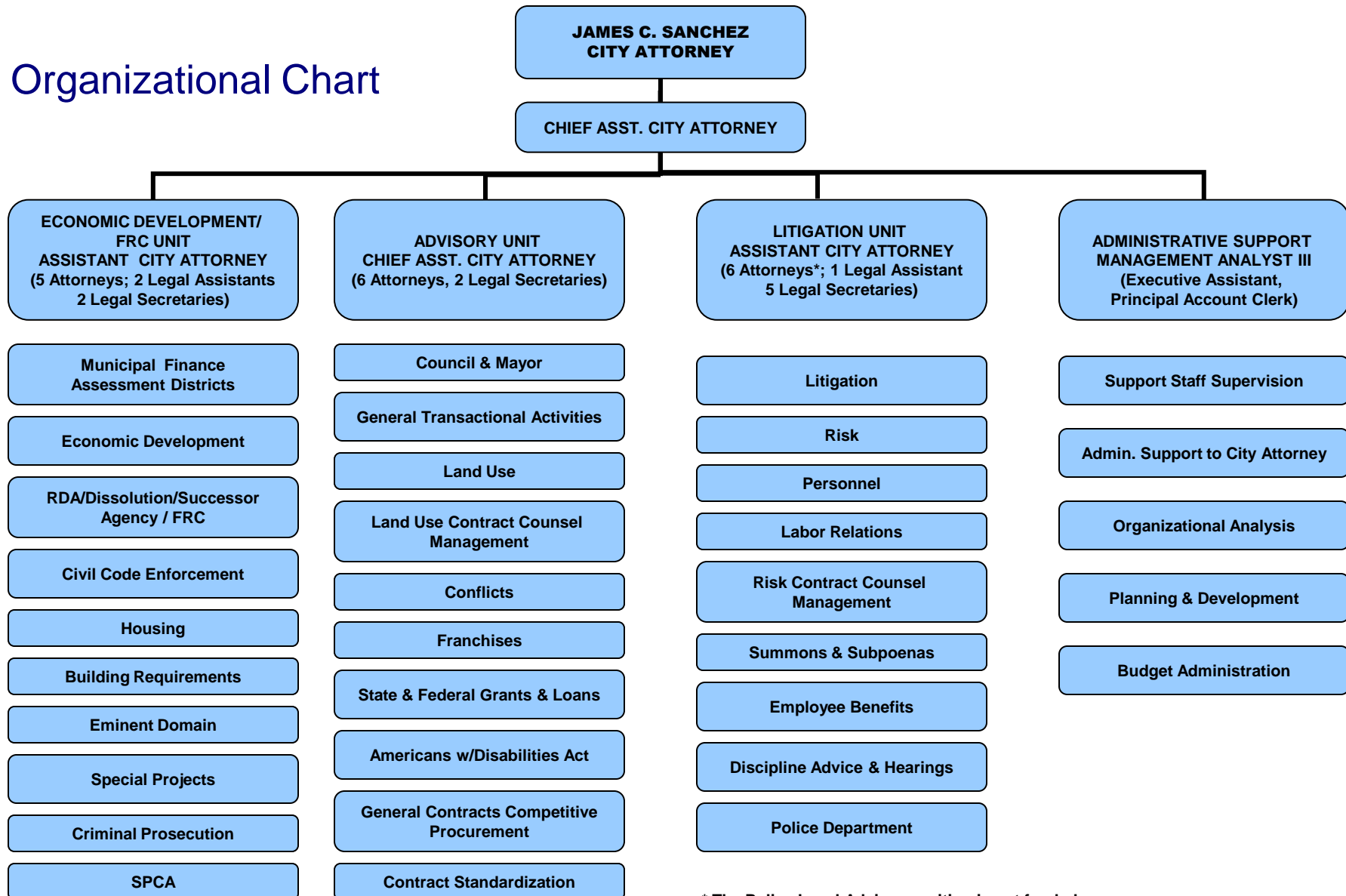
The Office is managed by the City Attorney who is appointed by the City Council and serves at its pleasure. The City Attorney is the City's chief legal advisor, general counsel and has general oversight and overall authority in Office assignments, case management, activities, policies and planning.

The Office staff of 33 members is organized into three working units to best meet our clients' needs with a focused and streamlined approach to legal services. Each Unit is composed of a supervising attorney, Deputy City Attorneys, Legal Assistants and support staff. In addition, the Office is supported by a Management Analyst and front office support staff.

The FY13 Office budget is just over \$4.1 million and revenue and expense activities are closely monitored throughout the fiscal year. Our objective is to provide a high level of professional legal service, recruit and retain highly qualified attorneys, and operate the Office in an effective and cost efficient manner.

The City Attorney's Office meets the challenge of a high volume, quick turnaround, complex workload through committed, energetic and competent attorneys and staff. The Office continues to identify efficiencies, allowing us to provide cutting edge legal services while managing the natural growth in service requests.

Organizational Chart



* The Police Legal Advisor position is not funded



BEST PRACTICES TO EFFECTIVELY FULFILL OUR MISSION

- Effective and cost efficient operation of Law Office.
- Prioritization of legal services requested by City Council, Mayor, and Departments.
- Staffing adjustments to increase efficiencies and meet clients' evolving needs.
- Timely and thorough employee evaluations.
- Monitoring of contract counsel and costs.
- Strong reliance and utilization of technical resources for master calendaring, legal research, work product, case management, project logs, timekeeping and billing.
- City Attorney's Policies and Procedures Manual (CAPPM).
- City Attorney's Office Annual Report and Municipal Law Guidebook updates.
- Compliance with Mandatory Continuing Legal Education.



BEST PRACTICES

Staff Development

Orientation

Staff development is critical to the maintenance of a qualified and satisfied workforce. The Office provides a comprehensive orientation to all new employees, in which internal operations and City policies are emphasized. The orientation includes an overview of Office structure and practice areas, the attorney-client relationship, the City Attorney's Policies and Procedures Manual (CAPP), ethics and confidentiality. New attorneys are given required readings and participate in in-depth discussions on the significance of the City Attorney-Client relationship.

Mandatory Continuing Legal Education (MCLE)

Attorneys are responsible for maintaining the education requirements necessary to ensure that their legal license to practice law is not jeopardized. California law mandates that attorneys meet Mandatory Continuing Legal Education (MCLE) requirements and the Office's budget includes a nominal appropriation to help meet this requirement. Attorneys are required to submit requests to attend courses suitable to their assignments in the Office. The Office has also secured authority from the State Bar to conduct its own classes and to issue continuing legal education credits. Periodic 1 to 2 hour classes for attorneys have been conducted in the areas of Brown Act, Ethical Requirements, Law Office Management, Real Property transactions, and Litigation Updates. The courses provide MCLE credits to attorneys, benefit the City, and provide greater collaboration among attorneys.

Staff Development Tools

Office members are encouraged to attend computer training offered by the Information Services Department as the City enhances or changes systems. Another tool used by the Office to enhance education and training successes is the performance evaluations which are conducted annually.

The Office's organizational units hold regular meetings which include attorneys and support staff. This fosters effective communication to overcome the silo effect. Informal all-staff meetings are also held to discuss Office priorities, challenges and client needs.



BEST PRACTICES

Staff Development (cont.)

Timely Employee Evaluations

Regular employee evaluations are part of our best management practices approach. For attorneys, the performance evaluation process is an interactive one wherein the supervisor annually reviews productivity, quality of work, creativity, work practices, and career desires for each attorney. Client representatives are also contacted to assess client satisfaction, areas of strength, and those areas which need improvement. The evaluation includes an initial self-assessment and an opportunity for the attorney and supervisor to meet and discuss the assessment, followed by an opportunity for the attorney to meet with the City Attorney.

Evaluations for support staff are conducted annually and in accordance with the parameters set forth in the appropriate Memorandum of Understanding (MOU). These, too, are interactive and include a self-assessment and discussion of the staff member's strengths, goals, and areas for improvement.

Workload Management

Effective management of cases, projects, and transactions includes monitoring of monthly reports to assess individual case status and attorney office-wide workloads. The Management Team utilizes a caseload assignment methodology based on case/project complexity, time demands and attorney experience and training.

The Office strives to maintain an appropriate and efficient delineation of attorney, legal assistant, and support staff work. Some assignments are designated as “back-up” duties to ensure adequate coverage in the event of absences or unavailability of staff due to other workload demands. To meet client needs and to allow for depth and breadth in legal expertise, assignments are regularly assessed and adjustments made as appropriate.



BEST PRACTICES

Contract Counsel Services

Monitoring

The Office has developed standard written contracts for use as templates to ensure uniform requirements for law firms providing legal services to the City. In-house legal staff is assigned to monitor the contract activity to ensure the City is receiving efficient and effective legal services.

The Office reviews all billing detail for appropriateness of work performed and time charged for services provided by contract counsel. Invoices are then transmitted to departments for payment. Upon fulfillment of the contract, all files are returned to the City Attorney's Office for appropriate indexing and storage.

Costs

Proper management and use of contract counsel are critical to the cost effective provision of legal services. The Office attempts to balance our internal resources with the specialized services needed in a given case or project in determining the need for contract counsel.

Council Management & Transparency Policy for the City Attorney's Office

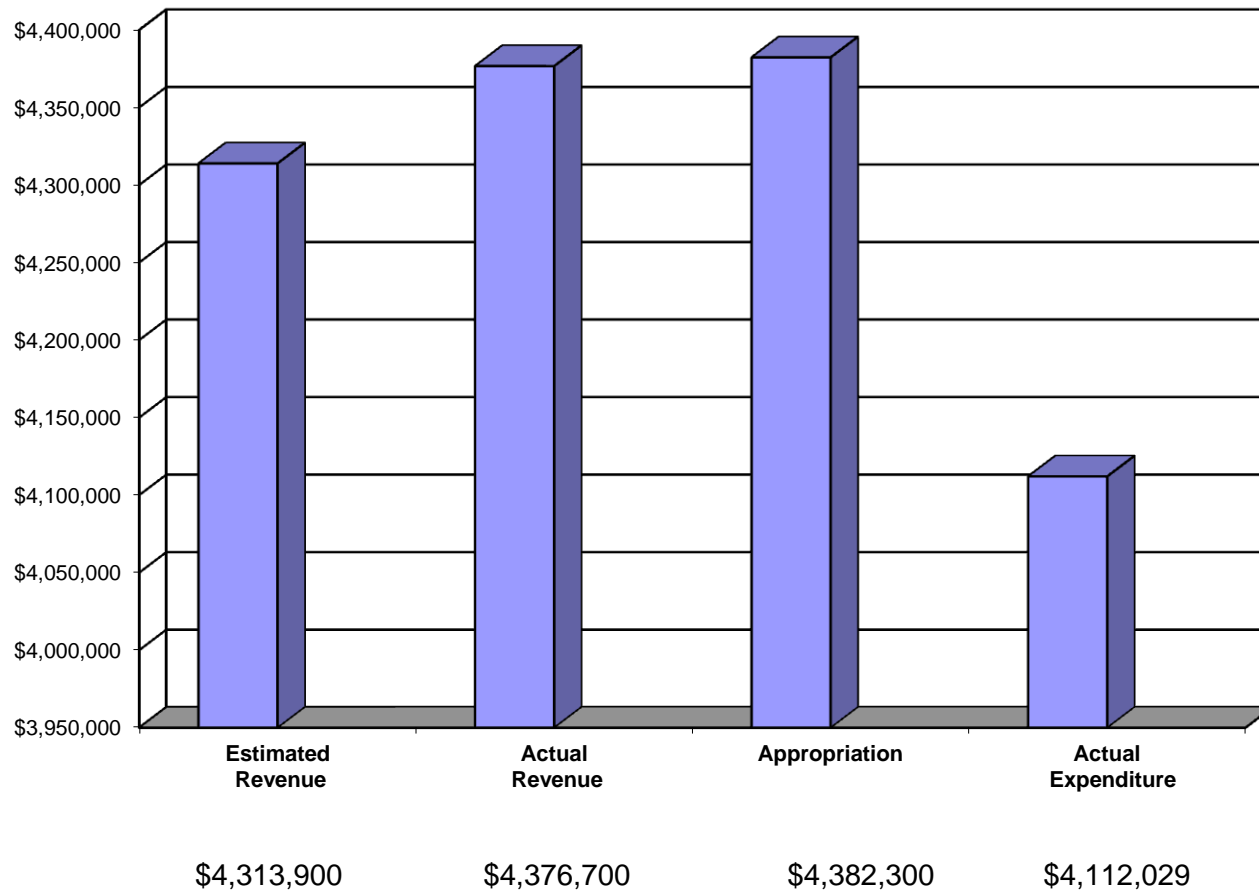
We provide the following detail consistent with Council Resolution No. 2011-115.

A. Financial Analysis

- FY 2012 Revenue & expenditures. [Exhibit 1]
- Cases with over \$100,000 in settlements (from 7/1/11 through 6/30/12):
 - Nasrabadi: \$160,000 (all plaintiffs combined)
 - Enriquez: \$1,300,000
 - Nevarez: \$300,000
- Outside counsel costs; Total In-House vs. outside counsel costs for last five years. [Exhibit 2]

Revenue and Expenditure Status as of June 30, 2012

Exhibit 1



CONTRACT COUNSEL COSTS – FY 2006 – FY 2012

Exhibit 2

	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	% increase Over FY 11
GENERAL LITIGATION *	\$953,214	\$1,203,505	\$611,770	\$543,940	\$1,203,692	\$1,791,789	\$1,986,648	10.88 %
RISK	\$1,310,784	\$1,605,959	\$1,724,738	\$1,391,252	\$1,174,257	\$1,846,620	\$2,454,921	32.94 %
TOTAL	\$2,263,998	\$2,809,464	\$2,336,508	\$1,935,192	\$2,377,949	\$3,638,409	\$4,441,569	22.07 %

•Total General Litigation includes outside counsel transactional services but excludes the Airport Environmental litigation which is funded through the Airport Enterprise and is substantially complete.

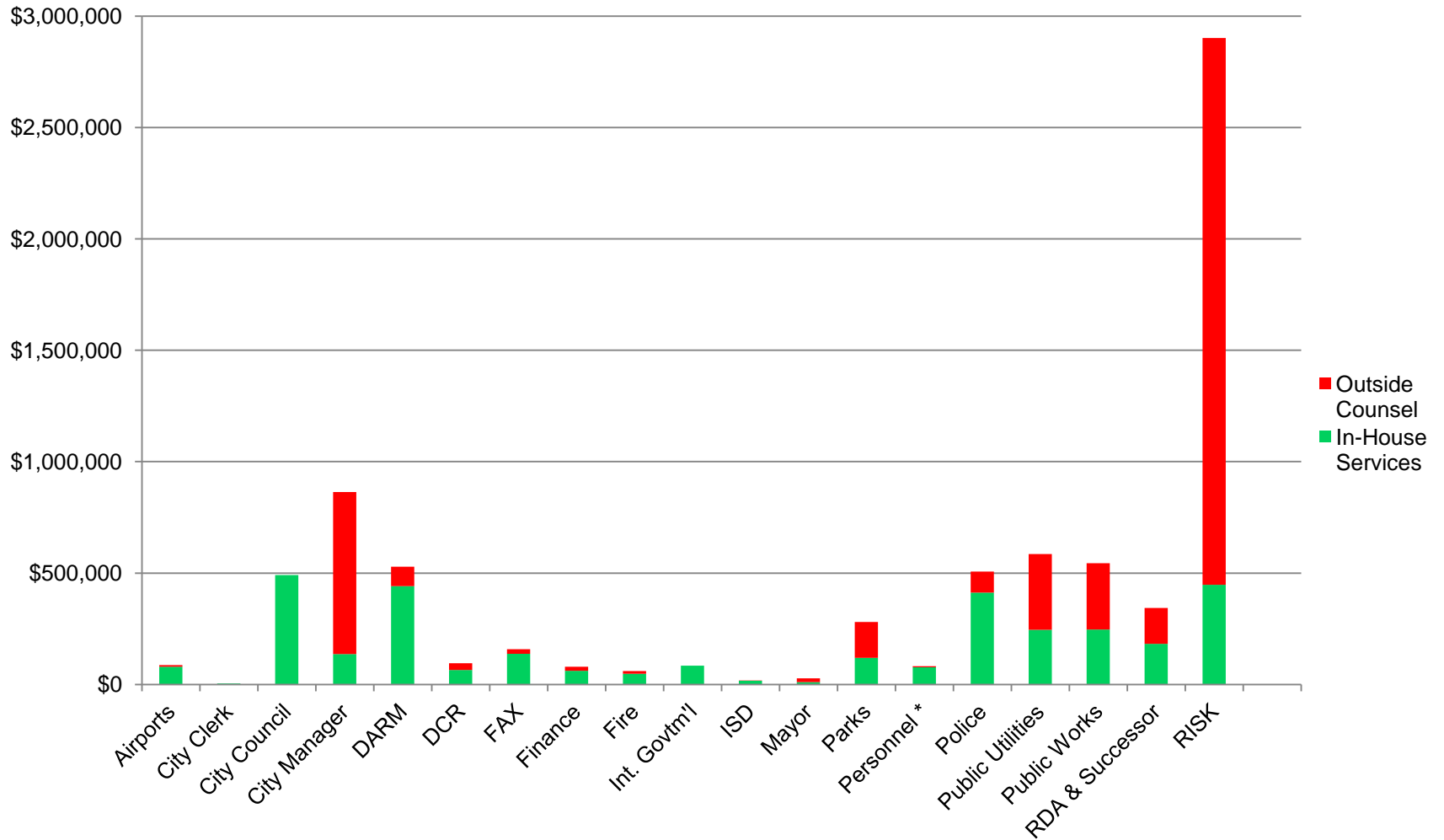
B. Allocation of Resources

Our organizational chart on page 7 categorizes our major practice areas along with attorneys and Office resources available in each Unit serving these areas.

The following bar graph demonstrates the legal resources (both in-house and outside counsel) used by each department and elective offices. [Exhibit 3]

Allocation of Legal Resources by Department – FY 2012 Legal Services

Exhibit 3



*excluding Risk



C. Outside Counsel Selection

The Office has historically utilized contract counsel to provide legal services. Decisions to contract out services are based on special expertise, complex litigation requiring a cadre of resources, conflicts and excessive internal workloads. Average hourly cost of outside counsel is \$250 compared to \$125 for in-house attorney services.

Initial decisions to contract out are made with client input and selection is based on past experience, expertise, locality and cost of services. For bond counsel services, we circulate RFPs to firms specializing in public sector land financing and bond counseling. The Office provides in-house financing advice and will continue in that capacity. For bankruptcy counsel, to meet the City's need for day-to-day operational advice, high profile, complex transactions were separated from the day-to-day collection advice and practice.

The Office has been very successful in negotiating reduced, competitive rates from contract counsel. Performance is assessed in determining whether to refer future work to a particular attorney or firm.



Percentage of New Cases Kept In-House FY 2012

	To Outside Counsel*	In-House	Totals
No. of Cases	37	42	79
Percent	46.84%	53.16%	100.0%

* Includes cases where defense tendered.



D. City Attorney & City Manager Management of Claims & Litigation

- Risk claims filed against the City from 7/1/2011 through 6/30/12: **275**
- Served Lawsuits filed against the City from 7/1/2011 through 6/30/12: **79**



Conclusion / Recommendations

As we conclude our report, we highlight seven challenges for FY 2013:

- Transition to General Fund status and related fiscal and administrative adjustments.
- Competitive compensation and retention of experienced legal talent.
- Maintaining a high service level in an environment of reduced resources. Attorneys will provide only basic legal services.
- Maintaining a cost saving balance of in-house and outside legal services.
- Increased demand for legal services related to redevelopment successor agency, quality of life prosecution and downtown revitalization.
- Increased demand for legal defense of more complex land-use and CEQA litigation matters.
- Aging Office technical equipment and lack of replacement funding.



BIOGRAPHIES



ABOUT THE CITY ATTORNEY'S OFFICE

JAMES C. SANCHEZ – CITY ATTORNEY

James C. Sanchez was appointed Fresno City Attorney in June, 2006. He received his B.A. Magna Cum Laude from Pepperdine University in 1981 and a law degree from U.C. Hastings College of Law. Mr. Sanchez has practiced municipal law for twenty-eight years holding various deputy and assistant positions, including service as the City Attorney for the City of Salinas. Mr. Sanchez has provided legal advice and services on the full range of municipal litigation and transactional legal issues, and supervised the City's environmental, litigation and economic development/finance units.

Mr. Sanchez served as a Judicial Extern for former Supreme Court Justice Cruz Reynoso. Mr. Sanchez has been very active with the League of California Cities including: service on the Legal Advocacy Committee, the League Municipal Law Handbook Committee, presenter on panels discussing public law issues, and publication of several papers on municipal legal issues. He has been a member of the Rotary Club, a board member of Evangelicals for Social Action, One by One Leadership, and past president of the local La Raza Lawyers Association.



ABOUT THE CITY ATTORNEY'S OFFICE

DAVID P. HALE – CHIEF ASSISTANT CITY ATTORNEY

Mr. Hale was appointed Chief Assistant City Attorney in June, 2006 and is the head of the Advisory Unit. A graduate of the University of LaVerne Law School, Mr. Hale has been practicing municipal law for twenty two years. Prior to joining the City Attorney's Office, he practiced in-house with Arco Oil and Gas Company and also represented clients in real estate development and environmental law. His clients ranged from small developers to Fortune 500 companies.

Mr. Hale enjoys spending time with his family and activities such as camping, road biking and kayaking. He also sits on the board of directors of Jaron Ministries.



ABOUT THE CITY ATTORNEY'S OFFICE

FRANCINE M. KANNE – ASSISTANT CITY ATTORNEY

A graduate of San Joaquin College of Law, Ms. Kanne has practiced law for nineteen years. Prior to joining the City Attorney's Office, she served in private practice as a litigator for the law firm of Dowling, Aaron and Keeler. As a partner in the firm, she specialized in complex business matters and supervised numerous cases and attorneys. Ms. Kanne also served as the President of Fresno County Young Lawyers, Board member of Fresno County Bar Association and President of the Association of Business Trial Lawyers, San Joaquin Chapter. Ms. Kanne currently supervises the Litigation Unit where her responsibilities include supervising all litigation cases assigned to the unit, including cases assigned to contract counsel; responding to subpoenas served on the City; responding to critical incident call outs for the Police Department; on call advisor to all Departments; and defending the City in complex litigation cases. Ms. Kanne enjoys spending time with her family and her pets, entertaining, cooking, and gardening. She is currently serves on the Board of Directors for the Fresno County Bar Association.



ABOUT THE CITY ATTORNEY'S OFFICE

DOUGLAS T. SLOAN – ASSISTANT CITY ATTORNEY

Mr. Sloan joined the Office in June, 2006 as an Assistant City Attorney supervising the Economic Development/Finance Unit. Mr. Sloan is a 1987 graduate of the University of Missouri, Kansas City, School of Law, after attending Fresno State and South East Missouri State Universities. He has practiced in Missouri, Kansas, and then California since 1997. Just prior to joining the City Attorney's Office, he focused on complex litigation as a partner at the Dowling, Aaron & Keeler and Forrest, Henderson, Sloan & Davis firms, including successful lead jury trial and Ninth Circuit Appellate Counsel in the notable *AHDC v. COF* housing development and civil rights cases; representation of the *COF and Joint Powers Financing Authority v. Bud Long* litigation and contract administration related to the Exhibit Hall expansion; Wastewater Treatment Plant litigation; and Airport Concourse construction disputes. He has also worked as general counsel for a Sacramento and Portland real estate developer.

Mr. Sloan is active in long distance bicycle racing and often commutes to work by bicycle. He and his Fresno native wife, Janet, have two young boys, Luke and Ryan.



ABOUT THE CITY ATTORNEY'S OFFICE

NANCY A. ALGIER – SENIOR DEPUTY CITY ATTORNEY

Graduating from the Thomas M. Cooley School of Law, Ms. Algier has dedicated her thirty-two year law career to primarily public service. She served Fresno County as a public defender and a deputy district attorney for eight years. In 1990, she joined the City Attorney's Office where she has practiced mainly as a transactional attorney. Ms. Algier's experience and training in municipal law has included addressing issues related to the Public Records Act, conflicts of interest, code enforcement, development agreements, grants, and elections. Ms. Algier is currently assigned to the Public Contracting Desk in the Advisory Unit. Ms. Algier is admitted to practice law in the State of Michigan and is also admitted and qualified as an Attorney and Counsel of the Supreme Court of the United States since 1987. Ms. Algier is a member of Soroptimist International of Clovis (an organization of professional women working to improve the lives of women and girls) and a member of the Arne Nixon Center Advocates (support group for the Arne Nixon Center for the Study of Children's Literature, a department of the Henry Madden Library at California State University, Fresno). Ms. Algier enjoys reading, playing musical instruments and hiking with her two dogs.



ABOUT THE CITY ATTORNEY'S OFFICE

TAMARA BOGOSIAN—SENIOR DEPUTY CITY ATTORNEY

Ms. Bogosian is a graduate of U.C. Irvine and the Western State University College of Law. She has been practicing as an attorney for approximately 13 years serving as a Deputy District Attorney in the Ventura and Fresno County District Attorney's Offices prosecuting both general misdemeanor and serious felony matters in addition to her several specialized grant assignments. Currently, in the Litigation Unit, Ms. Bogosian specializes in defending the City and its employees in unlimited general civil litigation matters in both federal and state court.

SHANNON L. CHAFFIN – SENIOR DEPUTY CITY ATTORNEY

Mr. Chaffin graduated with honors from Hillsdale College, Michigan, with a double major in Political Economics and History. Mr. Chaffin then attended J. Reuben Clark Law School at Brigham Young University, where he was a member of the Board of Advocates. During law school, Mr. Chaffin was a summer associate for the Army JAG at Fort Irwin, as well as the law firm of Martorella & Associates. After graduating with honors, Mr. Chaffin practiced in the private sector with the law firm of Dietrich, Glasrud, Mallek and Aune, where he handled complex business litigation, commercial law, real estate and civil litigation matters. Currently, a member of the Civil Advisory Unit in the City Attorney's Office specializing in complex and special land use projects, CEQA, historic preservation, annexations, General Plan implementation, and supervision of associated litigation matters. Mr. Chaffin previously litigated breach of contract, personal injury claims and other matters on behalf of the City of Fresno.



ABOUT THE CITY ATTORNEY'S OFFICE

KATHERINE E. DOERR – SENIOR DEPUTY CITY ATTORNEY

Katie graduated from the U.C. Davis School of Law. Prior to joining the City Attorney's Office, she was a business and employment litigation associate at Dowling, Aaron & Keeler, Inc. She is currently a member of the Economic Development Unit, specializing in real property transactions and special projects. Katie is a member of the Fresno County Bar Association and was on the Board of Directors for the Fresno County Young Lawyer's Association from 2005 to 2009. In her spare time, Katie competes in hunter/jumper horse shows throughout northern California.

TINA R. GRIFFIN – SENIOR DEPUTY CITY ATTORNEY

Graduated from the Santa Clara University School of Law and earned her B.S. degree in Business Administration with an emphasis in Human Resources; Associate Attorney at William J. Smith & Associates handling employment discrimination/civil rights litigation; Associate Attorney at Cooper & Hoppe covering insurance defense litigation. She worked for Lozano Smith as an Associate Attorney handling education & employment law; Littler Mendelson as an Associate handling employment defense litigation and employment advisory matters. Currently in the Litigation Unit, Ms. Griffin specializes in employment litigation and administrative hearings/personnel and labor relations matters. Ms. Griffin enjoys traveling and she and her husband keep quite busy with their young children: twins (boy and girl) and daughter.



ABOUT THE CITY ATTORNEY'S OFFICE

TEI YUKIMOTO – SENIOR DEPUTY CITY ATTORNEY

Graduating from the University of California, Davis School of Law, Ms. Yukimoto entered private practice engaged in business transactions and general civil practice for Dowling, Magarian, Phillips, & Aaron. She then served in the Fifth District Court of Appeal and the Fresno County Counsel's Office. Since joining the City Attorney's Office in 1997, she has advised the City on matters related to public records, open meetings, conflicts of interest, elections and campaign matters, boards and commissions, employee benefits, deferred compensation, and fee related issues, including annual amendment to the Master Fee Schedule, Propositions 218 and 26, and Mitigation Fee Act. She drafted and reviewed numerous ordinances and resolutions and has conducted city-wide sessions regarding AB 1234 (ethics training). She is a member of the Phi Beta Kappa Society. Ms. Yukimoto enjoys gardening, traveling and participating in a monthly dinner club for trying out new local restaurants.



ABOUT THE CITY ATTORNEY'S OFFICE

ROBERT C. ABRAMS—DEPUTY CITY ATTORNEY

Obtained his BS in Business from U.C. Berkeley and graduated With Distinction from the San Joaquin College of Law while working full-time as regional manager of a national firm providing property inspection services to Insurance Companies. Prior to practicing law, Robert spent eleven years in banking as a Vice President of a Major U.S. Bank where he developed and implemented a statewide real estate lending and training program, managed major real estate development relationships and high risk assets. Besides being a licensed attorney he is both a Real Estate Broker and General Contractor. He has subdivided, developed and built residential and commercial projects and he owned and operated a large Property Management firm. Prior to joining the City Attorney's Office, he practiced in the areas of Real Estate Law, Civil Litigation and Bankruptcy. He is currently practicing in the Advisory Unit in the area of contracts and handles the City's creditor claims in bankruptcy matters.



ABOUT THE CITY ATTORNEY'S OFFICE

ERICA M. CAMARENA –DEPUTY CITY ATTORNEY

Ms. Camarena earned her BA in Psychology from California State University Fresno and earned her J.D. from the San Joaquin College of Law; practiced with Weakley, Arendt & McGuire doing civil litigation, wrongful death, and various facets of public entity defense.

She is in the Litigation Unit focusing on police liability, personal injury, civil rights defense, and various aspects of public entity defense. Currently works with outside counsel on *In re Municipal Derivatives*, a class action lawsuit on behalf of Californians against financial brokers and institutions, alleging widespread price-fixing and bid rigging in the multibillion dollar municipal derivatives industry. She is integrally involved in assisting the City's WWTP in applying to the California P.U.C. for modification of its opinion on "Cost Responsibility Surcharge Mechanisms" for customer generation departing load. In the past year has successfully defended Police Officers in Federal Court by obtaining favorable rulings granting summary judgment in their favor. Erica has also successfully handled numerous cases in the Ninth Circuit Court of Appeals. In addition to being active in civic and professional organizations, she has developed training materials and presented a MCLE course on issues having large impacts on litigation.



ABOUT THE CITY ATTORNEY'S OFFICE

MICHAEL FLORES – DEPUTY CITY ATTORNEY

Mr. Flores graduated from the San Joaquin College of Law and has worked as legal counsel for Fresno County Office of Education; Associate @ Dowling, Aaron & Keeler, Inc (Deputy City Attorney for cities of Sanger, Mendota and San Joaquin) doing all aspects of municipal law, wrongful termination & eminent domain cases. He was also a Deputy City Attorney for the City of Madera working with the Planning Commission Legal Counsel, handling municipal code violations to wrongful terminations; and as a Deputy District Atty for the County of Merced where he was a Supervising Attorney for Child Abduction and assisted with Felony Domestic Violence. Mr. Flores currently is working in the Economic Development Unit, specializing in code enforcement, which includes misdemeanor criminal violations of the Fresno Municipal Code, civil prosecution of land use violations including medical marijuana dispensaries and outdoor cultivation; drafting of new Municipal Code ordinances and amending of current ordinances; legal counsel to animal control; and representing City departments in some administrative hearings.



ABOUT THE CITY ATTORNEY'S OFFICE

MARIBEL HERNANDEZ – DEPUTY CITY ATTORNEY

Maribel Hernandez' practice focuses primarily on employment and labor law within the Litigation Unit. Ms. Hernandez previously represented private and public entities in employment disputes including discrimination, harassment, retaliation, wrongful termination, disability and leaves of absences, unfair labor practices, and wage and hour issues in state and federal courts and before administrative forums such as the DFEH, EEOC, EDD, the Labor Commissioner and the PERB as an associate with Weakly Arendt & McGuire and Liebert Cassidy Whitmore. She also has extensive experience handling all aspects of pre-trial litigation, including deposition and discovery, law and motion matters and trial preparation. Prior to practicing law, Ms. Hernandez worked as a Human Resources Manager for national and local employers for approximately 12 years. During that time, she was involved in the start-up of Gap Inc.'s Fresno distribution center, and advised management on a broad range of employment related matters. Ms. Hernandez is a frequent presenter for the Fresno County Women Lawyers on employment related topics and serves on the Board of Directors for the FCWL and Valley Caregiver Resource Center. She is a member of the Assistance League and a member of the Labor and Employment Law Section of the State Bar of California. Ms. Hernandez earned her J.D. degree from San Joaquin College of Law, and her B.S. degree from California State University Fresno in Business Administration/HR option.



ABOUT THE CITY ATTORNEY'S OFFICE

TALIA KOLLURI-BARBICK – DEPUTY CITY ATTORNEY

Talia Kolluri-Barbick is a graduate of University of California, Santa Barbara and the University of Minnesota Law School. Prior to joining the City Attorney's Office, she worked as a prosecutor for the County of Fresno, District Attorney's Office. Following her time as a Deputy District Attorney, Ms. Kolluri-Barbick was a Civil Litigation Associate at McCormick, Barstow, Sheppard, Wayte & Carruth, where she focused on family law, civil rights defense and insurance defense litigation. She is currently assigned to the Civil Advisory Unit where she specializes in public contracting, land-use, planning and CEQA matters. She is also the attorney assigned to advising the City of Fresno Planning Commission and in that capacity attends all Planning Commission meetings. In her free time, she enjoys cooking, reading, photography and hiking through Yosemite.